



**Mentoring by Geographic Area in the
State of Michigan:
A Report on Wave VI of the Mentor Michigan Census**

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Introduction

This report contains data from Wave VI of the Mentor Michigan Census (MMC). The MMC is a periodic, on-line survey of organizations operating mentoring programs in the State of Michigan. The various waves of the MMC and the time periods they cover are shown in the table below:

Wave	Dates Data was Collected	Time Period Survey Covered
Wave I	Fall 2004	1/1/04 – 8/31/04
Wave II	March 2005	1/1/04 – 12/31/04 1/1/05 – 2/28/05
Wave III	October 2005	1/1/05 – 8/31/05
Wave IV	September & October 2006	9/1/05 – 8/31/06
Wave V	September & October 2007	9/1/06 – 8/31/07
Wave VI	September & October 2008	9/1/07 – 8/31/08

Objectives

This special report focuses on results of the MMC Wave VI broken down by geographic area. Overall, the primary purpose of the MMC is to understand the scope and nature of mentoring and mentoring organizations in Michigan. Specifically, there are three key objectives:

1. Identify, count, describe, and track mentoring organizations, programs, mentors, and the children served.
2. Understand program components, processes, resources, and needs.
3. Encourage and support program evaluation.

In Wave VI of the MMC, there was also a focus on organizations' use of Mentor Michigan services, helpfulness of Mentor Michigan services, collaboration among mentoring organizations, and barriers to operating a mentoring program. An Executive Summary and overall report on the Scope and Nature of Mentoring in Michigan are posted on the Mentor Michigan web site. Similarly, reports and presentations from previous waves of the Census can be found at www.michigan.gov/mentormichigan.

Any questions regarding the data presented in these reports or the methods used to collect and analyze these data should be directed to Robert W. Kahle, Ph.D., at RWKahle@KahleResearch.com.



Geographic Breakdown

It is important to note that organizations have been placed in geographic groupings based on the main location of the mentoring organization. Some organizations serve youth only within their home county, while others serve multiple counties. Not all geographic groupings are mutually exclusive. For example, the Tri-County area covers Wayne, Oakland and Macomb Counties, which are also included in Southeast Michigan. As a result, percentages shown can be read only as a percent of the column (reading down), not across. The counties that comprise each of the larger regional geographic areas are shown below.

As the geographic data was collected differently in Wave I than it was in Waves II, III, IV, V and VI, comparison of data in Wave I to data in subsequent waves at the regional level is not recommended. Wave II, III, IV, V and VI data, however, can be compared, as can state totals for the last five waves.

Sample sizes for the various geographic regions are sometimes quite small. Care should be used when making comparisons across regions. Differences by regions need to be quite large for the data to truly represent substantive differences rather than random statistical variation.

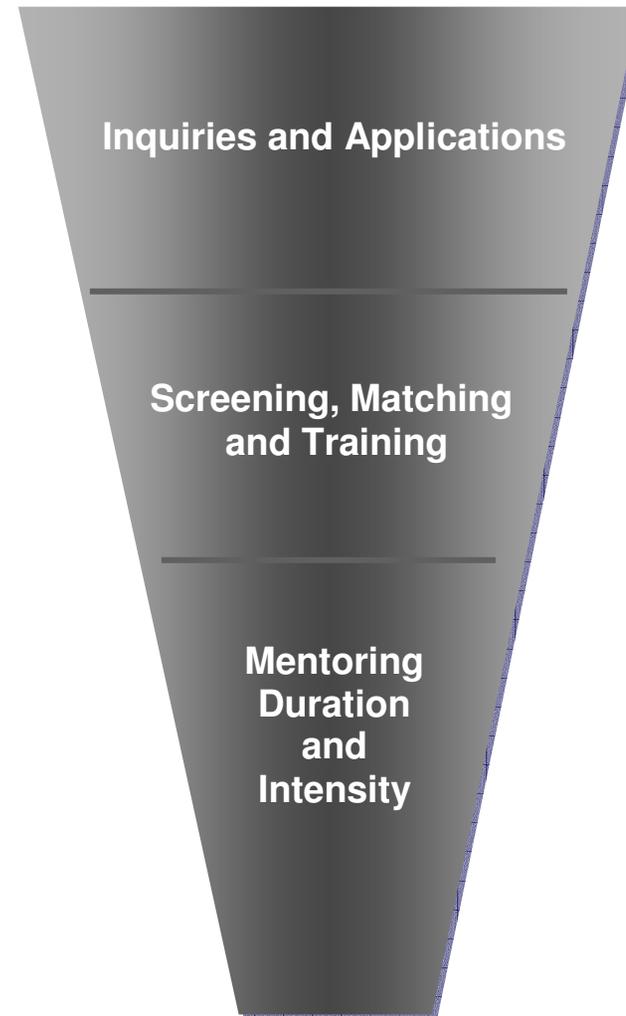
Geographic Area	Counties Included:
Tri-County	Macomb, Oakland, Wayne
SE MI	Lapeer, Livingston, Macomb, Monroe, Oakland, St. Clair, Washtenaw, Wayne
SW MI	Allegan, Barry, Berrien, Cass, Kalamazoo, St. Joseph, Van Buren
Mid-Mich	Branch, Calhoun, Eaton, Hillsdale, Ingham, Jackson, Lenawee
GR/Musk	Clinton, Gratiot, Ionia, Kent, Mecosta, Montcalm, Muskegon, Newago, Oceana, Ottawa
Flint/Sag/Bay Area	Bay, Genesee, Huron, Isabella, Midland, Saginaw, Sanilac, Shiawasee, Tuscola
Northern/UP	Alcona, Alger, Alpena, Antrim, Arenac, Baraga, Benzie, Charlevoix, Cheboygan, Chippewa, Clare, Crawford, Delta, Dickinson, Emmet, Gladwill, Gogebec, Grand Traverse, Houghton, Iosco, Iron, Kalkaska, Keweenaw, Lake, Leelenau, Luce, Mackinac, Manistee, Marquette, Mason, Menominee, Misauke, Montmorency, Ogemaw, Ontonagon, Osceola, Oscoda, Otsego, Presque Ilse, Roscommon, Schoolcraft, Wexford



The Mentoring Funnel

The MMC uses the mentoring funnel as a conceptual framework, identifying key steps in the recruitment and mentoring process to be measured, including number of inquires from potential mentors, number of written applications, background checking processes, training process, number and type of mentoring matches, and duration and intensity.

Questions developed based on this funnel are repeated in each wave of the MMC, providing a means of tracking specific measurements from year to year. Refer to Table 1 in the Appendix for a summary of the funnel measure questions broken down by geographic area.





Executive Summary

Mentoring Organizations

- One hundred forty three organizations responded to VI of the Mentor Michigan Census, the largest number ever. This represents an increase of 3 organizations over Wave V.
- The number of reporting organizations remained steady in Southeast Michigan, the Tri-County area, and Grand Rapids/Muskegon.
- Of the 51 organizations in Southeast Michigan, 40 are from the Tri-County area (Wayne, Oakland and Macomb).
- The areas reporting the largest decreases in the number of organizations in Wave VI are Southwest (-5) and Mid-Michigan (-7).
- The area reporting the largest increase in the number of organizations in Wave VI is Northern/UP (+15).

Active Mentors and Youth Served

- Organizations in Southwest Michigan reported the greatest decline in the number of active mentors (-863) from Wave V to Wave VI.
- This area lost a similar number of youth served (-846) during this time period.
- Organizations in Grand Rapids/Muskegon report the largest increase in both the number of active mentors (+407) and youth served (+ 630) from Wave V to Wave VI.
- Organizations in Flint/Saginaw/Bay Area report the largest decrease in the number of youth served (-2,458) from Wave V to Wave VI. This loss is combined with the loss of 751 active mentors.

Funnel Measures

Inquiries and Applications

- In raw numbers, organizations in Southeast Michigan and the Tri-County area report the largest number of inquiries in the state (a monthly average of 441 and 364 respectively).
- However, each of these report that less than half (46%) of the inquiries result in applications being completed.
- Organizations in Southwest Michigan report a state high percentage of inquiries resulting in applications (85%).

Mentoring Duration and Intensity

- Thirty percent of organizations in Grand Rapids/Muskegon average a match duration between 2 and 5 years, the longest in the state.
- Only Flint/Saginaw/Bay Area and Northern/UP organizations come close, with 19% and 15% of their organizations reporting this average respectively.
- Most organizations in all geographic areas continue to set the minimum weekly requirement for a mentor/youth match at one hour or less.



Executive Summary (cont'd)

Program Type

- Of the 239 mentoring programs in Michigan, 56% are reported to be community-based and 36% are school-based programs.
- Community-based programs outnumber school-based programs in every geographic area, although the split is more even in Grand Rapids/ Muskegon (50% to 46%) and Northern/UP (49% to 44%) organizations.
- The biggest disparity in program types is in Mid-Michigan, where 69% of programs are community-based and 15% are school-based.

Screening

- Organizations in the Tri-County area use the FBI fingerprint check more (30%) than most other areas that report a low usage (0% in Mid-Michigan, 3% in Northern/UP). Only Southeast Michigan comes close at 23%.
- Use of ICHAT, the name only state check, is inconsistent across the state.
- Ninety-two percent of Mid-Michigan organizations report using it, followed by 85% in Grand Rapids/ Muskegon.
- Organizations in the Flint/Saginaw/ Bay Area report the lowest level of usage at 33%.

Demographic Profiles

Mentors

- Most mentors across the state are female, with the exception of those in Mid-Michigan; organizations there report that 56% of their mentors are male.
- African American mentors continue to be under-represented throughout all geographic areas of the state.
- African American mentors are most strongly represented in the Flint/Saginaw/ Bay Area (49%) and the Tri-County area (46%).

Youth Served

- Half of the geographic areas across the state serve slightly more male youth; half serve slightly more female youth.
- The majority of youth served in most areas are African American.
- The exceptions are in the Flint/Saginaw/Bay Area, where slightly more youth are Caucasian, and in Northern/UP, where only 2% of youth served are African American and 2% are Latino/a.
- Of note is the large Latino/a population of youth served (26%) in Grand Rapids/Muskegon.



Executive Summary (cont'd)

Site of Organization and Mentoring Type

- Most mentoring organizations across the state are Nonprofit.
- Grand Rapids/Muskegon organizations report that 29% of their organizations are school sites, while 29% of those in Flint/Saginaw/Bay Area are government sites.
- Organizations across the state overwhelmingly use one to one mentoring.
- Statewide, peer mentoring accounts for 10% of all mentoring types. However, use of this mentoring type is quite low in Southwest, Mid-Michigan and Grand Rapids/Muskegon.
- Notably, organizations in the Flint/Saginaw/Bay Area and Northern/UP report high levels of peer mentoring (31% and 22% respectively).

General Feedback for Mentor Michigan

Satisfaction with Mentor Michigan

- Survey respondents were asked, *“Overall, and considering all aspects of the service, information and resources provided, how satisfied are you with Mentor Michigan?”*
- Based on mean scores, organizations seem relatively satisfied with Mentor Michigan.
- However, by comparing “very satisfied” ratings from Wave V to Wave VI, it is apparent that many organizations across the state are less satisfied with Mentor Michigan this Wave.
- The percentage of organizations that are “very satisfied” has dropped considerably from Wave V to Wave VI in all but two geographic areas: Southwest Michigan and the Flint/Saginaw/Bay Area, which reported increases in this category.
- The percentage of organizations in Grand Rapids/Muskegon that are “very” satisfied has dropped 25% from Wave V to Wave VI.
- The largest drop in satisfaction occurred in Northern/UP, where “very satisfied” ratings dropped 35%.

Level of Use of Mentor Michigan Services

- The Mentor Michigan Quality Program Standards for Youth and the Mentor Michigan Web site are the most frequently used services statewide. This holds true across most geographic areas.
- All other listed services are used at approximately the same frequency, with only minor variations in use across different geographic areas.

Level of Helpfulness of Mentor Michigan Services “Frequently” Used

- Of all the services organizations indicated they used “frequently”, Mentor Michigan Quality Program Standards for youth was the one viewed as the most helpful to their ongoing work. This is true across all geographic areas.



Executive Summary (cont'd)

Use of Mentor Michigan Services – “Yes” / “No”

- Four out of ten organizations indicate that they have attended the Mentor Michigan Statewide conference.
- Four out of ten organizations also report that they have an AmeriCorps/AmeriCorps*VISTA member.
- Organizations in the Flint/Saginaw/Bay Area and Southwest Michigan lead the state in having had First Gentleman Dan Mulhern attend a program event (64% and 63% respectively). Far fewer organizations in Mid-Michigan (11%) and Northern/UP (12%) report having this opportunity.

Level of Helpfulness of “Yes” Services Used

- Organizations report their highest level of satisfaction with their AmeriCorps/AmeriCorps*VISTA members.
- Organizations are similarly satisfied with the Mentor Michigan Statewide conference.

Collaboration among Mentoring Programs

- Statewide, organizations collaborate the most on mentor recruitment and program social marketing/public relations.
- By far, Southwest Michigan reports the highest level of collaboration with other mentoring programs overall.
- Mid-Michigan reports the lowest level of collaboration with other mentoring programs overall.



Overview

Mentoring Organizations

- The number of organizations responding to Wave VI of the Mentor Michigan Census increased by 3 over Wave V.
- The number of reporting organizations remained steady in Southeast Michigan, the Tri-County area, and Grand Rapids/Muskegon.

Wave V vs. Wave VI Number of Mentoring Organizations Responding by Geographic Area								
	<i>Total</i>	<i>Tri-County</i>	<i>SE MI</i>	<i>SW MI</i>	<i>Mid-Mich</i>	<i>GR / Musk</i>	<i>Flint/Sag /Bay Area</i>	<i>Northern / UP</i>
Wave V	140	40	51	13	16	26	16	18
Wave VI	143	40	51	8	9	28	14	33

- Of the 51 organizations in Southeast Michigan, 40 are from the Tri-County area (Wayne, Oakland and Macomb).

- The areas reporting the largest decreases in the number of organizations in Wave VI are Southwest (-5) and Mid-Michigan (-7).

- The area reporting the largest increase in the number of organizations in Wave VI is Northern/UP (+15).



Active Mentors and Youth Served

Wave V vs. Wave VI Number of Active Mentors and Youth Served by Geographic Area								
	Total	Tri-County	SE MI	SW MI	Mid-Mich	GR / Musk	Flint/Sag /Bay Area	Northern / UP
Number of active mentors								
Wave V	18,232	2,960	3,630	2,134	1,655	6,437	2,690	1,686
Wave VI	17,051	3,050	3,808	1,271	1,378	6,844	1,939	1,811
Change from Wave V to Wave VI	-1,181	90	178	-863	-277	407	-751	125
Number of youth served								
Wave V	25,883	5,351	6,127	2,701	2,121	7,218	5,298	2,418
Wave VI	22,916	4,608	6,014	1,855	1,554	7,848	2,840	2,805
Change from Wave V to Wave VI	-2,967	-743	-113	-846	-567	630	-2,458	387

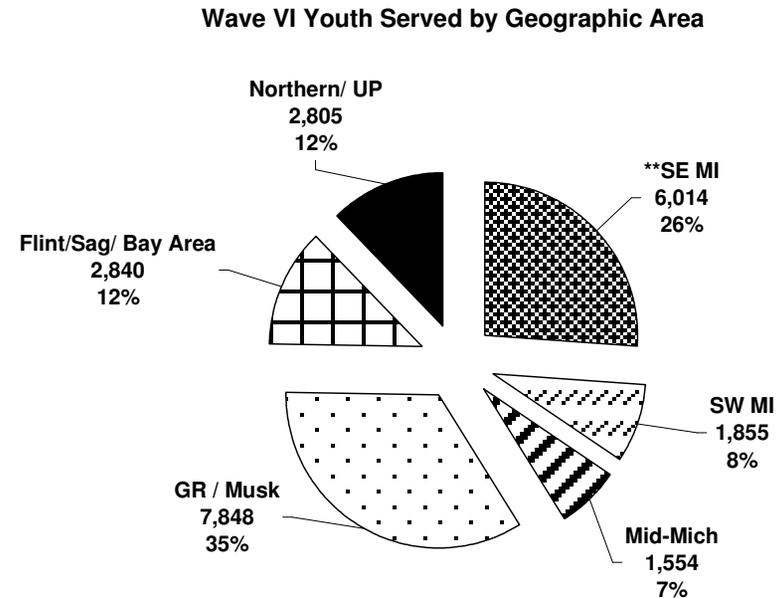
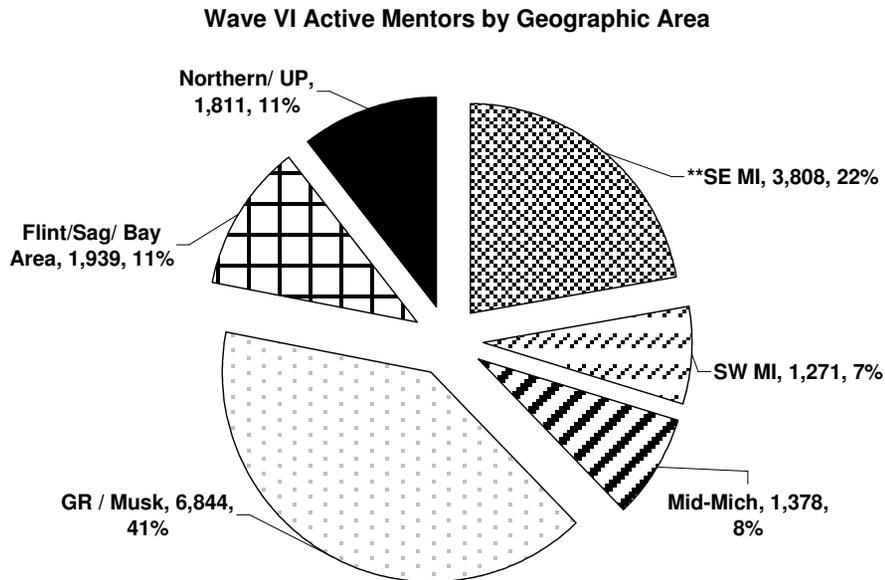
- Organizations in Southwest Michigan reported the greatest decline in the number of active mentors (-863) from Wave V to Wave VI.
- This area lost a similar number of youth served (-846) during this time period.

- Organizations in Grand Rapids/Muskegon report the largest increase in both the number of active mentors (+407) and youth served (+ 630) from Wave V to Wave VI.

- Organizations in Flint/Saginaw/Bay Area report the largest decrease in the number of youth served (-2,458) from Wave V to Wave VI.
- This loss is combined with the loss of 751 active mentors.

Active Mentors and Youth Served (Cont'd)

Wave VI Active Mentors and Youth Served As a Percentage of the Total by Geographic Area



- As a proportion of the total, Grand Rapids/Muskegon organizations report having the largest number of active mentors (41%).
- Similarly, these organizations also have the largest number of youth served (35%).
- Southeast Michigan, which contains 40% of the state's population, accounts for only 22% of active mentors and 26% of the youth served. These results indicate that Southeast Michigan is still underperforming.

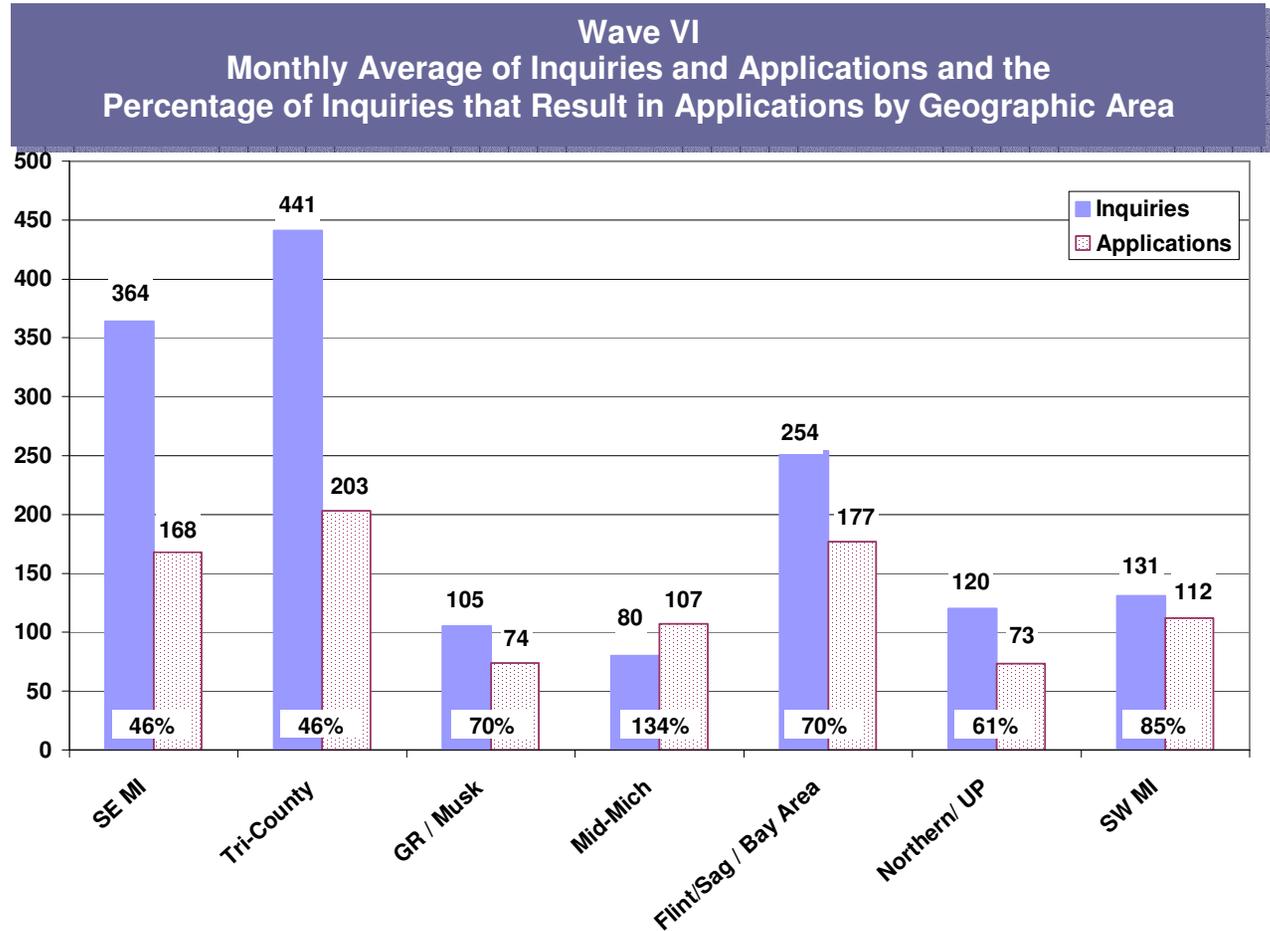
**NOTE: In the charts above, the Tri-County area is included in the totals for Southeast Michigan. (The Tri-County accounts for 2,960 mentors and 5,351 youth served).



Funnel Measures

Inquiries and Applications

- In raw numbers, organizations in Southeast Michigan and the Tri-County area report the largest number of inquiries in the state (a monthly average of 441 and 364 respectively).
- However, each of these report that less than half (46%) of the inquiries result in applications being completed.
- Organizations in Southwest Michigan report a state high percentage of inquiries resulting in applications (85%).
- The data for Mid-Michigan apparently is anomalous. One potential explanation is that these organizations do a better job of collecting data about applications than they do inquiries.





Mentoring Duration and Intensity

- Statewide, the number of programs having no minimum duration required for a mentor/youth match continues to drop, from 9% in Wave V to just 1% in Wave VI.
- Only the Flint/Saginaw/Bay Area continues to have a significant number of organizations with no minimum match duration (10%).

- Close to one third of organizations in each geographic area of the state require a minimum mentor/youth match duration of 12 months.
- Southwest Michigan is the only exception, with just 19% of organizations there having this duration requirement. However, 38% of organizations there require a minimum match duration close to that threshold (9-11 months).

Wave VI								
Minimum Duration of Mentor/Youth Match by Geographic Area								
Question	Wave VI Total	Tri-County	SE MI	SW MI	Mid-Mich	GR / Musk	Flint/Sag / Bay Area	Northern/UP
Minimum duration of mentor/youth match								
No minimum	1%	0%	1%	0%	0%	0%	10%	0%
1-2 months	2	3	2	13	0	2	0	0
3-5 months	7	5	6	13	23	7	10	3
6-8 months	21	33	28	19	15	13	14	23
9-11 months	26	22	20	38	15	41	19	23
12 months	36	30	36	19	38	28	38	47



Mentoring Duration and Intensity (cont'd)

- Thirty percent of organizations in Grand Rapids/Muskegon average a match duration between 2 and 5 years, the longest in the state.
- Only Flint/Saginaw/Bay Area and Northern/UP organizations come close, with 19% and 15% of their organizations reporting this average respectively.

- Most organizations in all geographic areas continue to set the minimum weekly requirement for a mentor/youth match at one hour or less.

Wave VI Average Duration of and Minimum Time per Week for Mentor/Youth Match by Geographic Area								
Question	Wave VI Total	Tri- County	SE MI	SW MI	Mid- Mich	GR / Musk	Flint/Sag / Bay Area	Northern / UP
Average duration for mentor/youth match								
1 – 2 months	3%	2%	1%	13%	8%	7%	0%	0%
3 – 5 months	5	12	11	6	0	2	5	0
6 – 8 months	13	17	16	13	8	4	19	17
9 – 11 months	21	22	17	13	23	17	24	28
12 months	21	13	19	25	23	26	5	22
More than 12 months, less than 2 years	8	15	16	6	0	7	5	2
More than 2 years, less than 5 years	15	8	8	6	8	30	19	15
More than 5 years	0	0	0	0	0	0	5	0
Don't know	14	12	12	19	31	7	19	17
Minimum time per week for mentor/youth match								
1 hour or less	55%	42%	39%	81%	69%	63%	29%	70%
2 hours	21	15	24	0	23	13	43	20
3 hours	5	12	10	0	0	0	5	3
4 hours	5	8	7	13	8	2	5	3
5 hours	0	0	0	0	0	2	0	0
6 hours or more	7	13	10	6	0	11	10	2
Don't know	7	10	11	0	0	9	10	2



Program Type

- Of the 239 mentoring programs in Michigan, 56% are reported to be community-based and 36% are school-based programs.
- Community-based programs outnumber school-based programs in every geographic area, although the split is more even in Grand Rapids/Muskegon (50% to 46%) and Northern/UP (49% to 44%) organizations.
- The biggest disparity in program types is in Mid-Michigan, where 69% of programs are community-based and 15% are school-based.

Wave VI Program Type by Geographic Area								
<i>Question</i>	<i>Wave VI Total</i>	<i>Tri-County</i>	<i>SE MI</i>	<i>SW MI</i>	<i>Mid-Mich</i>	<i>GR / Musk</i>	<i>Flint/Sag / Bay Area</i>	<i>Northern/UP</i>
Number of mentoring programs served by orgs.	239	60	83	16	13	46	21	60
Number of school-based programs	85	16	24	7	2	21	6	25
Percentage	36%	27%	29%	44%	15%	46%	29%	42%
Number community-based programs	135	39	52	8	9	23	14	29
Percentage	56%	65%	63%	50%	69%	50%	67%	48%
Number of "other" programs	19	5	7	1	2	2	1	6
Percentage	8%	8%	8%	6%	15%	4%	5%	10%

- Programs labeled as "Other", which account for 8% of the total, are not defined.



Screening

- Organizations in the Tri-County Area use the FBI fingerprint check more (30%) than most other areas that report a low usage (0% in Mid-Michigan, 3% in Northern/UP). Only Southeast Michigan comes close at 23%.

- Use of ICHAT, the name only state check, is inconsistent across the state.
- Ninety-two percent of Mid-Michigan organizations report using it, followed by 85% in Grand Rapids/Muskegon.
- Organizations in the Flint/Saginaw/Bay Area report the lowest level of usage at 33%.

Wave VI Types of Screening by Geographic Area								
Question	Wave VI Total	Tri-County	SE MI	SW MI	Mid-Mich	GR / Musk	Flint/Sag / Bay Area	Northern / UP
Background Check - [M.R.]								
FBI fingerprint check	13%	30%	23%	6%	0%	15%	5%	3%
Other national fingerprint check	3	8	6	6	0	0	0	2
State only fingerprint check	9	20	14	25	0	7	0	3
Name only national check	16	13	16	6	31	28	10	10
Name only state check (ICHAT)	61	45	53	38	92	85	33	62
Sex Offender Registry	69	67	70	63	69	74	81	62
Child Abuse Registry	49	53	53	31	54	54	57	40
Driving record/license	56	60	59	31	54	70	76	40
In Person/Written								
Personal character reference	82	73	78	75	92	76	76	93
Employment reference	31	37	37	13	15	39	19	27
Credit check	4	10	10	0	0	2	0	2
Written application	88	78	84	81	85	87	90	95
Personal interview	89	73	81	81	100	89	95	98
Home visit	17	12	17	0	23	7	33	23
Home assessment	14	5	13	6	31	11	29	12
None of the above	2	7	5	0	0	0	5	0



Screening (Cont'd)

- Use of SafetyNet is highest in Southeast Michigan (31%), with the Tri-County area at 30%.
- Usage in the rest of the state is quite low. None of the organizations in the Flint/ Saginaw/ Bay Area or Mid-Michigan report using this service.

Wave VI Use of SafetyNet by Geographic Area									
Question	Wave VI Total	Tri-County	SE MI	SW MI	Mid-Mich	GR / Musk	Flint/Sag / Bay Area	Northern/ UP	
Use SafetyNet to conduct background checks									
	Yes	16%	30%	31%	13%	0%	11%	0%	8%
	No	69%	62%	58%	56%	92%	67%	81%	82%



Demographic Profiles

Mentors

- Most mentors across the state are female, with the exception of those in Mid-Michigan; organizations there report that 56% of their mentors are male.

Wave VI Active Mentors Gender and Race by Geographic Area								
Question	Wave VI Total	Tri-County	SE MI	SW MI	Mid-Mich	GR / Musk	Flint/Sag / Bay Area	Northern/UP
Mentor Gender								
Males	36%	39%	40%	31%	56%	31%	37%	32%
Females	64	61	60	69	44	69	63	68
Mentor Race								
Caucasian	71%	47%	56%	72%	84%	89%	40%	95%
African American	23	46	36	24	9	7	49	<1
Latino/a	2	2	2	2	1	3	7	<1

- African American mentors continue to be under-represented throughout all geographic areas of the state.
- African American mentors are most strongly represented in the Flint/Saginaw/ Bay Area (49%) and the Tri-County area (46%).

For additional mentor demographic data broken down by geographic area, refer to Table 2 in the Appendix.



Youth Served

- Half of the geographic areas across the state serve slightly more male youth; half serve slightly more female youth.

- The majority of youth served in most areas are African American.
- The exceptions are in the Flint/Saginaw/Bay Area, where slightly more youth are Caucasian, and in Northern/UP, where only 2% of youth served are African American and 2% are Latino/a.
- Of note is the large Latino/a population of youth served (26%) in Grand Rapids/Muskegon.

Wave VI Youth Served Gender and Race by Geographic Area								
<i>Question</i>	<i>Wave VI Total</i>	<i>Tri-County</i>	<i>SE MI</i>	<i>SW MI</i>	<i>Mid-Mich</i>	<i>GR / Musk</i>	<i>Flint/Sag / Bay Area</i>	<i>Northern/UP</i>
Youth Served Gender								
Males	49%	46%	46%	53%	59%	48%	46%	50%
Females	51	54	54	47	41	52	54	50
Youth Served Race								
Caucasian	40%	22%	30%	35%	41%	28%	45%	86%
African American	45	72	62	48	35	41	41	2
Latino/a	9	4	4	4	7	26	12	2

For additional mentor demographic data broken down by geographic area, refer to Table 3 in the Appendix.



Youth Served (cont'd)

- Of the 730 youth served statewide who live in a non-familial foster home, more than half (385) reside in Grand Rapids/Muskegon.

- More than half of the youth served who have a parent incarcerated reside in Southeast Michigan (618). Of those, 507 live in the Tri-County Area.

- Of the 168 youth served across the state who have a physical disability, most (112) live in the Northern/UP.
- Mid-Michigan organizations report that none of the youth they serve have physical disabilities.

Wave VI Youth with Special Circumstances by Geographic Area								
Question	Wave VI Total	Tri-County	SE MI	SW MI	Mid-Mich	GR / Musk	Flint/Sag / Bay Area	Northern/UP
Number of youth served who...								
Live in a non-familial foster home	730	177	180	28	45	385	68	24
Have a parent who is incarcerated	1,245	507	618	161	124	121	182	39
Have a physical disability	168	13	27	2	0	22	5	112
Have a cognitive ("developmental") disability	607	21	52	24	3	40	41	447

For additional mentor demographic data broken down by geographic area, refer to Table 2 in the Appendix.

- Most (447) of the youth served having a cognitive disability reside in the Northern/UP.



Site of Organization and Mentoring Type

- Most mentoring organizations across the state are nonprofit.
- Grand Rapids/Muskegon organizations report that 29% of their organizations are school sites, while 29% of those in Flint/Saginaw/Bay Area are government sites.

- Organizations across the state overwhelmingly use one to one mentoring.

- Statewide, peer mentoring accounts for 10% of all mentoring types.
- However, use of this mentoring type is quite low in Southwest, Mid-Michigan and Grand Rapids/Muskegon.
- Notably, organizations in the Flint/Saginaw/Bay Area and Northern/UP report high levels of peer mentoring (31% and 22% respectively).

Wave VI								
Site of Organization and Mentoring Type by Geographic Area								
Question	Wave VI Total	Tri-County	SE MI	SW MI	Mid-Mich	GR / Musk	Flint/Sag / Bay Area	Northern/UP
Site of Organization								
Nonprofit	65%	60%	67%	75%	78%	61%	25%	64%
School	13	15	14	13	11	29	0	6
Government	8	5	4	0	0	0	29	15
Faith-based organization	7	10	8	13	0	11	0	6
Higher Education Institute	3	5	4	0	0	0	7	6
Business	1	3	2	0	11	0	0	0
Other	2	3	2	0	0	0	7	3
Mentoring Type								
One to One	74%	56%	64%	98%	85%	81%	59%	67%
Group	10	27	22	<1	7	5	10	8
Peer	10	10	9	1	2	2	31	22
Team	5	6	5	<1	6	10	0	2
E-mentoring	<1	<1	<1	0	0	1	0	1



General Feedback for Mentor Michigan

Satisfaction with Mentor Michigan

Survey respondents were asked, “Overall, and considering all aspects of the service, information and resources provided, how satisfied are you with Mentor Michigan?” Based on their responses, a mean score was calculated using the following scale: 4 = very satisfied, 3= somewhat satisfied, 2 = not very satisfied. Mean scores for each geographic area are shown in the table below.

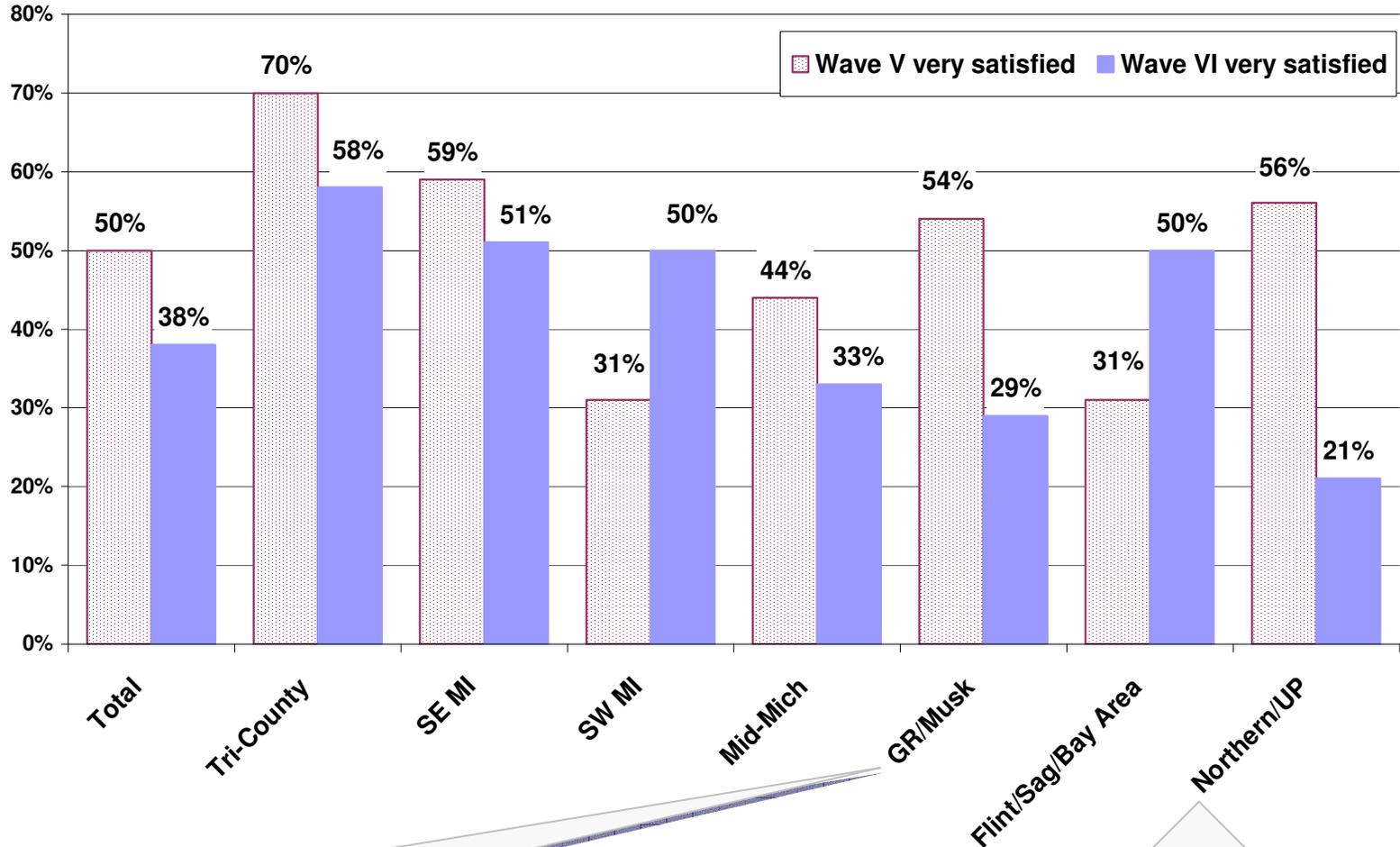
Wave VI								
Mean Scores – Satisfaction with Mentor Michigan by Geographic Area								
Question	Wave VI Total	Tri-County	SE MI	SW MI	Mid-Mich	GR / Musk	Flint/Sag / Bay Area	Northern/UP
Satisfaction with Mentor Michigan	3.4	3.6	3.5	3.6	3.5	3.3	3.5	3.3

Based on this table alone, organizations seem relatively satisfied with Mentor Michigan. However, by comparing “very satisfied” ratings from Wave V to Wave VI, it is apparent that many organizations across the state are less satisfied with Mentor Michigan this Wave. Refer to the chart and comments on the following page for more detail



Satisfaction with Mentor Michigan (cont'd)

**Wave V vs. Wave VI
Organizations Reporting “Very Satisfied” with Mentor Michigan by Geographic Area**



• The percentage of organizations that are “very satisfied” has dropped considerably from Wave V to Wave VI in all but two geographic areas: Southwest Michigan and the Flint/Saginaw/Bay Area, which reported increases in this category.

• The percentage of organizations in Grand Rapids/Muskegon that are “very” satisfied has dropped 25% from Wave V to Wave VI.

• The largest drop in satisfaction occurred in Northern/UP, where “very satisfied” ratings dropped 35%.



Level of Use of Mentor Michigan Services

Survey respondents were asked to provide their organizations' level of use for a number of Mentor Michigan services. Based on their responses, a mean score was calculated using the following scale: 4 = frequently used, 3 = sometimes used, 2 = rarely used, 1 = never used. Mean scores for these Mentor Michigan services by geographic area are shown in the table below.

- The Mentor Michigan Quality Program Standards for Youth and the Mentor Michigan Web site are the most frequently used services statewide. This holds true across most geographic areas.
- All other listed services are used at approximately the same frequency, with only minor variations in use across different geographic areas.

Wave VI Frequency of Use of Mentor Michigan Services by Geographic Area Mean Scores								
Question	Wave VI Total	Tri-County	SE MI	SW MI	Mid-Mich	GR / Musk	Flint/Sag / Bay Area	Northern/UP
MM Service								
MM Quality Program Standards for youth	2.6	2.6	2.5	2.1	2.3	2.6	2.6	2.8
MM Web site	2.6	2.8	2.7	2.8	1.9	2.4	3.0	2.7
MM training sessions	2.2	2.2	2.1	1.9	1.9	2.3	2.4	2.2
MM Directory	2.2	2.2	2.2	2.1	2.0	2.3	2.4	2.2
MM Listserv	2.1	2.3	2.3	1.9	2.2	2.1	2.6	1.8
National Mentoring Month activities / programs / toolkit	2.1	2.1	2.0	2.4	1.7	2.3	2.5	2.1
National Mentoring Month toolkit	2.0	2.0	2.0	2.0	1.9	2.1	2.4	2.0
Mentor Michigan Census data	2.0	2.0	1.9	2.0	1.7	2.0	2.3	1.9



Level of Helpfulness of Mentor Michigan Services “Frequently” Used

For every Mentor Michigan service respondents indicated they used, they were also asked to provide feedback regarding how helpful they found that service to their ongoing work. Helpfulness was rated on a four point scale: 4 = very helpful to ongoing work, 3 = somewhat helpful to ongoing work, 2 = not very helpful to ongoing work, and 1 = not at all helpful to ongoing work.

Based on these responses, a mean score for level of helpfulness was calculated **on all services that respondents indicated were “frequently used” (see table on previous page)**. The mean scores for level of helpfulness on the frequently used services are shown for each geographic area in the table below.

Wave VI Level of Helpfulness of Mentor Michigan Services “Frequently Used” by Geographic Area Mean Scores								
Question	Wave VI Total	Tri-County	SE MI	SW MI	Mid-Mich	GR / Musk	Flint/Sag / Bay Area	Northern/UP
MM Service								
MM Quality Program Standards for youth	3.3	3.7	3.5	3.0	3.0	3.2	3.2	3.4
MM Web site	3.2	3.4	3.3	3.1	2.8	2.9	3.2	3.3
National Mentoring Month toolkit	3.2	3.3	3.2	3.3	2.6	3.1	3.2	3.3
MM training sessions	3.1	3.4	3.2	3.5	3.0	3.4	2.9	2.9
National Mentoring Month activities / programs / toolkit	3.1	3.3	3.2	3.2	2.6	3	3	3.1
MM listserv	3.0	3.3	3.3	3.0	3.0	2.9	3	2.8
MM Directory	3.0	3.2	3.1	3.3	3.0	3	2.9	2.8
Mentor Michigan Census data	2.9	3.3	3.3	3.3	2.8	2.7	2.7	2.8

- Of all the services organizations indicated they used “frequently”, Mentor Michigan Quality Program Standards for youth was the one viewed as the most helpful to their ongoing work. This is true across all geographic areas.

Mentoring by Geographic Area in the State of Michigan – MMC Wave VI



Use of Mentor Michigan Services - “Yes” / “No”

In addition to the “level of use” questions, survey respondents also were asked to indicate whether or not their organizations used four additional Mentor Michigan services. The table below shows the percentage of organizations that responded “yes” for use of each of the four services by geographic area.

Wave VI “Yes” Use of Mentor Michigan Services by Geographic Area Percentage of Total								
“Yes”	Wave VI Total	Tri-County	SE MI	SW MI	Mid-Mich	GR / Musk	Flint/Sag / Bay Area	Northern/UP
MM Service								
MM Statewide conference	43%	43%	37%	63%	33%	50%	64%	33%
AmeriCorps/ AmeriCorps*VISTA member	41%	48%	41%	25%	44%	43%	21%	52%
MM Public Service Announcements	41%	48%	49%	38%	33%	29%	57%	33%
Attendance of First Gentleman Dan Mulhern at a program event	28%	20%	22%	63%	11%	36%	64%	12%

• Four out of ten organizations indicate that they have attended the Mentor Michigan Statewide conference.

• Four out of ten organizations also report that they have an AmeriCorps/AmeriCorps* VISTA member.

- Flint/Saginaw/Bay Area and Southwest Michigan report the highest percentage of organizations that have had First Gentleman Dan Mulhern attend a program event (64% and 63% respectively.)
- Far fewer organizations in Mid-Michigan (11%) and Northern/UP (12%) report having this opportunity.



Level of Helpfulness of “Yes” Services Used

For each of the four Mentor Michigan services respondents indicated they used, they were also asked to provide feedback regarding how helpful they found that service to their ongoing work. Helpfulness was rated on a four point scale: 4 = very helpful to ongoing work, 3 = somewhat helpful to ongoing work, 2 = not very helpful to ongoing work, and 1 = not at all helpful to ongoing work.

Based on their responses, a mean score for level of helpfulness was calculated **for all services respondents indicated they use (see table on previous page)**. The mean scores for level of helpfulness of the four Mentor Michigan services are shown for each geographic area in the table below.

Wave VI Level of Helpfulness of Mentor Michigan Services Used (“Yes”) by Geographic Area Mean Scores								
Question	Wave VI Total	Tri-County	SE MI	SW MI	Mid-Mich	GR / Musk	Flint/Sag / Bay Area	Northern/UP
MM Service								
AmeriCorps/ AmeriCorps*VISTA member	3.7	3.7	3.7	4.0	3.8	3.8	4.0	3.6
MM Statewide conference	3.6	3.9	3.6	3.6	3.0	3.7	3.4	3.3
MM Public Service Announcements	3.4	3.6	3.5	3.6	3.3	3.4	3.6	3.3
Attendance of First Gentleman Dan Mulhern at a program event	3.3	3.4	3.3	3.6	3.1	3.2	3.1	3.2

- Organizations report their highest level of satisfaction with their AmeriCorps/ AmeriCorps*VISTA members.
- Organizations are similarly satisfied with the Mentor Michigan Statewide conference.



Collaboration among Mentoring Programs

Wave VI Collaboration among Mentoring Organizations by Geographic Area								
	<i>Wave VI Total</i>	<i>Tri-County</i>	<i>SE MI</i>	<i>SW MI</i>	<i>Mid-Mich</i>	<i>GR / Musk</i>	<i>Flint/Sag / Bay Area</i>	<i>Northern / UP</i>
Mentor Recruitment	59%	63%	57%	75%	11%	79%	36%	67%
Program social marketing /public relations	59%	65%	61%	88%	11%	61%	36%	70%
Mentor training	50%	48%	43%	75%	11%	64%	36%	61%
Mentor support/retention	48%	43%	39%	88%	22%	68%	21%	55%
Mentor recognition	48%	50%	47%	75%	33%	64%	21%	45%
Mentor screening	40%	28%	27%	75%	0%	57%	29%	52%
Staff training	36%	38%	31%	63%	11%	43%	36%	39%
Funding submissions	36%	38%	33%	50%	0%	54%	21%	36%
Staff recruitment	32%	43%	37%	63%	11%	32%	14%	30%
Mentor applications	38%	35%	31%	75%	0%	43%	29%	52%
Mentor supervision	27%	25%	25%	50%	0%	25%	14%	39%
Staff recognition	24%	40%	35%	50%	0%	21%	7%	18%
Daily program administration/ oversight/ management	23%	33%	29%	50%	11%	25%	0%	18%
Staff supervision	17%	18%	16%	50%	0%	11%	14%	21%
Staff support/retention	15%	20%	18%	38%	0%	18%	7%	12%

• Organizations statewide collaborate the most on mentor recruitment and program social marketing/public relations.

• By far, Southwest Michigan reports the highest level of collaboration with other mentoring programs overall.

• Mid-Michigan reports the lowest level of collaboration with other mentoring programs overall.



Appendix

Geographic Tables

Table 1: Funnel Measures Summary Table - Total and Geographic Breakdowns



Q #	Question	Wave VI Total	Tri-County	SE MI	SW MI	Mid-Mich	GR / Musk	Flint/Sag / Bay Area	Northern/UP
	Number of Mentoring Organizations	143	40	51	8	9	28	14	33
17	Number of inquiries to be a mentor	13,566	4,367	5,288	1,257	955	3,050	1,440	1,576
	Monthly Average	1,131	364	441	105	80	254	120	131
18	Number of written applications to be a mentor	8,954	2,014	2,439	883	1,286	2,129	873	1,344
	Monthly Average	746	168	203	74	107	177	73	112
24	Background Check - [M.R.]								
	FBI fingerprint check	13%	30%	23%	6%	0%	15%	5%	3%
	Other national fingerprint check	3	8	6	6	0	0	0	2
	State only fingerprint check	9	20	14	25	0	7	0	3
	Name only national check	16	13	16	6	31	28	10	10
	Name only state check (ICHAT)	61	45	53	38	92	85	33	62
	Sex Offender Registry	69	67	70	63	69	74	81	62
	Child Abuse Registry	49	53	53	31	54	54	57	40
	Driving record/license	56	60	59	31	54	70	76	40
	Personal character reference	82	73	78	75	92	76	76	93
	Employment reference	31	37	37	13	15	39	19	27
	Credit check	4	10	10	0	0	2	0	2
	Written application	88	78	84	81	85	87	90	95
	Personal interview	89	73	81	81	100	89	95	98
	Home visit	17	12	17	0	23	7	33	23
	Home assessment	14	5	13	6	31	11	29	12
	None of the above	2	7	5	0	0	0	5	0

Table 1: Funnel Measures Summary Table - Total and Geographic Breakdowns



Q #	Question	Wave VI Total	Tri-County	SE MI	SW MI	Mid-Mich	GR / Musk	Flint/Sag / Bay Area	Northern/UP
24a	Use SafetyNet to conduct background checks								
	Yes	16%	30%	31%	13%	0%	11%	0%	8%
	No	69%	62%	58%	56%	92%	67%	81%	82%
	Don't Know	15%	8%	11%	31%	8%	22%	19%	10%
19	Youth Served								
	Total	22,916	4,608	6,014	1,855	1,554	7,848	2,840	2,805
	Mean per Organization	143	40	51	8	9	28	14	33
23	Total number of matches								
	Percent of organizations reporting an increase	55%	53%	57%	63%	31%	61%	57%	52%
	Percent of organizations reporting a decrease	15%	7%	7%	13%	31%	22%	10%	20%
	Percent of organizations reporting no change	23%	27%	25%	6%	23%	13%	33%	27%
	Don't Know	7%	13%	11%	19%	15%	4%	0%	2%
	Increased #	3,171	890	1,186	128	41	1,040	398	378
	Decreased #	645	104	150	4	107	227	53	104
	Net Change #	2,526	786	1,036	124	-66	813	345	274
22	Active mentors	17,051	3,050	3,808	1,271	1,378	6,844	1,939	1,811
37	Mentors currently on waiting list	999	339	456	17	152	77	137	160
38	Youth currently on waiting list	3,028	864	1,192	431	281	461	302	361

Table 1: Funnel Measures Summary Table - Total and Geographic Breakdowns



Q #	Question	Wave VI Total	Tri-County	SE MI	SW MI	Mid-Mich	GR / Musk	Flint/Sag / Bay Area	Northern/UP
26	Minimum duration of mentor/youth match								
	No minimum	1%	0%	1%	0%	0%	0%	10%	0%
	1-2 months	2	3	2	13	0	2	0	0
	3-5 months	7	5	6	13	23	7	10	3
	6-8 months	21	33	28	19	15	13	14	23
	9-11 months	26	22	20	38	15	41	19	23
	12 months	36	30	36	19	38	28	38	47
	More than 12 months, less than 2 years	0	0	0	0	8	0	0	0
	More than 2 years, less than 5 years	2	2	2	0	0	2	5	0
	Don't know	4	5	4	0	0	7	5	3
27	Average duration for mentor/youth match								
	1 – 2 months	3%	2%	1%	13%	8%	7%	0%	0%
	3 – 5 months	5	12	11	6	0	2	5	0
	6 – 8 months	13	17	16	13	8	4	19	17
	9 – 11 months	21	22	17	13	23	17	24	28
	12 months	21	13	19	25	23	26	5	22
	More than 12 months, less than 2 years	8	15	16	6	0	7	5	2
	More than 2 years, less than 5 years	15	8	8	6	8	30	19	15
	More than 5 years	0	0	0	0	0	0	5	0
	Don't know	14	12	12	19	31	7	19	17

Table 1: Funnel Measures Summary Table - Total and Geographic Breakdowns



Q #	Question	Wave VI Total	Tri-County	SE MI	SW MI	Mid-Mich	GR / Musk	Flint/Sag / Bay Area	Northern/UP
28	Minimum time per week for mentor/youth match								
	1 hour or less	55%	42%	39%	81%	69%	63%	29%	70%
	2 hours	21	15	24	0	23	13	43	20
	3 hours	5	12	10	0	0	0	5	3
	4 hours	5	8	7	13	8	2	5	3
	5 hours	0	0	0	0	0	2	0	0
	6 hours or more	7	13	10	6	0	11	10	2
	Don't know	7	10	11	0	0	9	10	2
25	Number of hours in-person training for mentors								
	None	3%	3%	4%	6%	0%	2%	5%	3%
	Less than 1 hour	0	2	1	0	0	0	0	0
	1 – 2 hours	17	12	13	19	31	28	0	15
	2 – 4 hours	27	23	23	50	15	20	43	30
	4 – 6 hours	20	27	28	0	15	17	14	18
	6 – 8 hours	14	20	14	0	23	7	10	23
	More than 8 hours	13	10	13	13	0	26	14	3
	Don't know	6	3	4	13	15	0	14	7

Table 1: Funnel Measures Summary Table - Total and Geographic Breakdowns



Q #	Question	Wave VI Total	Tri-County	SE MI	SW MI	Mid-Mich	GR / Musk	Flint/Sag / Bay Area	Northern/UP
25a	Number of after-match hours mentor trng/support								
	None	7%	2%	2%	19%	23%	7%	10%	5%
	Less than 1 hour	0	0	0	0	0	0	0	2
	1 – 2 hours	7	15	11	0	15	0	0	8
	2 – 4 hours	14	13	10	19	8	17	5	22
	4 – 6 hours	15	17	20	13	8	15	10	13
	6 – 8 hours	12	17	14	6	8	20	19	2
	More than 8 hours	34	30	29	19	31	41	38	38
	Don't know	11	7	13	25	8	0	19	10

Table 2: Mentor Demographics Summary Table - Total and Geographic Breakdowns



Q#	Question	Wave VI Total	Tri-County	SE MI	SW MI	Mid-Mich	GR / Musk	Flint/Sag / Bay Area	Northern/UP
	Number of Mentoring Organizations	143	40	51	8	9	28	14	33
30	Mentor Gender								
	Males	36%	39%	40%	31%	56%	31%	37%	32%
	Females	64	61	60	69	44	69	63	68
31	Mentor Age								
	< 18	15%	8%	8%	5%	4%	15%	14%	50%
	18-25	20	12	19	21	35	30	18	8
	26-35	16	25	24	11	24	12	13	9
	36-45	16	24	21	11	13	13	20	7
	46-55	18	18	17	19	16	14	26	11
	56-65	9	10	8	17	8	8	6	8
	66+	6	2	2	15	1	9	4	7
32	Mentor Race								
	Caucasian	71%	47%	56%	72%	84%	89%	40%	95%
	African American	23	46	36	24	9	7	49	<1
	Latino / a	2	2	2	2	1	3	7	<1
	Native American	<1	<1	<1	<1	<1	<1	<1	3
	Asian American	<1	1	2	<1	1	<1	<1	<1
	Arab American	<1	1	1	0	0	<1	0	0
	Other	2	2	2	2	4	<1	2	<1

Table 3: Youth Served Demographics Summary Table - Total and Geographic Breakdowns



Q#	Question	Wave VI Total	Tri-County	SE MI	SW MI	Mid-Mich	GR / Musk	Flint/Sag / Bay Area	Northern/UP
	Number of Mentoring Organizations	143	40	51	8	9	28	14	33
34	Youth Served Gender								
	Males	49%	46%	46%	53%	59%	48%	46%	50%
	Females	51	54	54	47	41	52	54	50
35	Youth Served Age								
	< 5	1%	<1%	<1%	<1%	<1%	1%	2%	2%
	6 – 11	42	29	34	53	40	50	31	64
	12 – 14	29	31	31	34	32	27	31	20
	15 – 18	25	36	32	12	22	21	34	13
	19 – 21	2	3	3	<1	6	1	2	<1
	22 – 25	<1	<1	<1	<1	0	<1	<1	0
	26+	<1	0	0	0	0	<1	0	0
36	Youth Served Race								
	Caucasian	40%	22%	30%	35%	41%	28%	45%	86%
	African American	45	72	62	48	35	41	41	2
	Latino / a	9	4	4	4	7	26	12	2
	Native American	2	<1	<1	<1	<1	1	<1	9
	Asian American	<1	<1	1	<1	2	<1	<1	<1
	Arab American	<1	<1	1	0	0	<1	0	<1
	Other	3	<1	<1	12	15	3	<1	<1

Table 3: Youth Served Demographics Summary Table - Total and Geographic Breakdowns



Q#	Question	Wave VI Total	Tri-County	SE MI	SW MI	Mid-Mich	GR / Musk	Flint/Sag / Bay Area	Northern/ UP
	Number of Mentoring Organizations	143	40	51	8	9	28	14	33
	Number of youth served	22,916	4,608	6,014	1,855	1,554	7,848	2,840	2,805
	Number of youth served who...								
39	Live in a non-familial foster home	730	177	180	28	45	385	68	24
40	Have a parent who is incarcerated	1,245	507	618	161	124	121	182	39
41	Have a physical disability	168	13	27	2	0	22	5	112
42	Have a cognitive (“developmental”) disability	607	21	52	24	3	40	41	447

Tables 4 – 6: Youth and Mentors on Waiting Lists - Total and Geographic Breakdowns



**Table 4
Number of Youth on Waiting Lists to be matched by Gender and Race**

	<i>Wave VI Total</i>			<i>Tri-County</i>			<i>SE MI</i>			<i>SW MI</i>			<i>Mid-Mich</i>			<i>GR/Musk</i>			<i>Flint/Sag/Bay Area</i>			<i>Northern/UP</i>		
	<i>M</i>	<i>F</i>	<i>Total</i>	<i>M</i>	<i>F</i>	<i>Total</i>	<i>M</i>	<i>F</i>	<i>Total</i>	<i>M</i>	<i>F</i>	<i>Total</i>	<i>M</i>	<i>F</i>	<i>Total</i>	<i>M</i>	<i>F</i>	<i>Total</i>	<i>M</i>	<i>F</i>	<i>Total</i>	<i>M</i>	<i>F</i>	<i>Total</i>
Caucasian	622	363	985	92	96	188	159	116	275	101	71	172	73	44	117	117	44	161	57	29	86	115	59	174
African American	751	524	1275	302	287	589	376	345	721	103	74	177	56	33	89	70	21	91	141	50	191	5	1	6
Latino/a	61	53	114	24	15	39	25	17	42	2	4	6	6	6	12	21	21	42	7	3	10	0	2	2
Other	175	109	284	17	25	42	79	54	133	45	31	76	28	15	43	16	4	20	6	4	10	1	1	2
No race / ethnicity data			370			6			21			0			20			147		5				177
TOTALS	1609	1049	3028	435	423	864	639	532	1192	251	180	431	163	98	281	224	90	461	211	86	302	121	63	361

**Table 5
Number of Mentors on Waiting Lists to be matched by Gender and Race**

	<i>Wave VI Total</i>			<i>Tri-County</i>			<i>SE MI</i>			<i>SW MI</i>			<i>Mid-Mich</i>			<i>GR/Musk</i>			<i>Flint/Sag/Bay Area</i>			<i>Northern/UP</i>		
	<i>M</i>	<i>F</i>	<i>Total</i>	<i>M</i>	<i>F</i>	<i>Total</i>	<i>M</i>	<i>F</i>	<i>Total</i>	<i>M</i>	<i>F</i>	<i>Total</i>	<i>M</i>	<i>F</i>	<i>Total</i>	<i>M</i>	<i>F</i>	<i>Total</i>	<i>M</i>	<i>F</i>	<i>Total</i>	<i>M</i>	<i>F</i>	<i>Total</i>
Caucasian	179	390	569	42	71	113	72	106	178	2	10	12	35	83	118	7	41	48	15	45	60	48	105	153
African American	135	173	308	88	91	179	101	116	217	0	5	5	8	4	12	1	6	7	25	42	67	0	0	0
Latino/a	15	14	29	11	12	23	13	12	25	0	0	0	1	1	2	0	0	0	1	0	1	0	1	1
Other	22	37	59	10	14	24	15	18	33	0	0	0	5	15	20	1	1	2	1	3	4	0	0	0
No race / ethnicity data			34			0			3			0			0			20			5			6
TOTALS	351	614	999	151	188	339	201	252	456	2	15	17	49	103	152	9	48	77	42	90	137	48	106	160

Tables 4 – 6: Youth and Mentors on Waiting Lists - Total and Geographic Breakdowns



**Table 6
Difference Between the Number of Male Mentors and Male Youth on Waiting Lists to be Matched by Race**

	<i>Wave VI Total</i>			<i>Tri-County</i>			<i>SE MI</i>			<i>SW MI</i>			<i>Mid-Mich</i>			<i>GR/Musk</i>			<i>Flint/Sag/Bay Area</i>			<i>Northern/UP</i>		
	<i>MM</i>	<i>MY</i>	<i>Diff.</i>	<i>MM</i>	<i>MY</i>	<i>Diff.</i>	<i>MM</i>	<i>MY</i>	<i>Diff.</i>	<i>MM</i>	<i>MY</i>	<i>Diff.</i>	<i>MM</i>	<i>MY</i>	<i>Diff.</i>	<i>MM</i>	<i>MY</i>	<i>Diff.</i>	<i>MM</i>	<i>MY</i>	<i>Diff.</i>	<i>MM</i>	<i>MY</i>	<i>Diff.</i>
Caucasian	179	622	-443	42	92	-50	72	159	-87	2	101	-99	35	73	-38	7	117	-110	15	57	-42	48	115	-67
African American	135	751	-616	88	302	-214	101	376	-275	0	103	-103	8	56	-48	1	70	-69	25	141	-116	0	5	-5
Latino/a	15	61	-46	11	24	-13	13	25	-12	0	2	-2	1	6	-5	0	21	-21	1	7	-6	0	0	0
Other	22	175	-153	10	17	-7	15	79	-64	0	45	-45	5	28	-23	1	16	-15	1	6	-5	0	1	-1
TOTALS	351	1609	-1258	151	435	-284	201	639	-438	2	251	-249	49	163	-114	9	224	-215	42	211	-169	48	121	-73